

**Salary Structure with Job Titles (FY 2013/2014)**  
**Effective 7/1/2013 to 6/30/2014**  
**Last Revision: 8/7/2013**

**To minimize salary compression, the implementation of this structure will be phased in as follows:**

-July 1, 2013: All employees with 1 year of service on June 30, 2013 will be converted to the new structure

-July 2, 2013 through October 1, 2013: Employees reaching their one year anniversary between July 1, 2013 and September 30, 2013 will be converted to the new structure on the day following their one year anniversary. New hires during this timeframe will be hired using the previous salary structure.

-October 1, 2013: All remaining employees (less than 1 year of service) will be converted to the new structure on this day. All new hires from this point forward will be hired using this structure.

<b>SYSTEM A - EXEMPT</b>								
			<b>Hourly</b>			<b>Annual</b>		
<b>Job Title</b>	<b>Job #</b>	<b>Grade</b>	<b>Min</b>	<b>Midpoint</b>	<b>Max</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
DEPUTY CITY MANAGER	4805	116	\$41.05	\$53.36	\$65.68	\$85,384.00	\$110,988.80	\$136,614.40
DIR OF ECON./COMMTY. DEVELOP.	4502	115	\$36.00	\$46.80	\$57.60	\$74,880.00	\$97,344.00	\$119,808.00
DIR OF HUMAN RESOURCES	4301							
DIR OF O.M.B.	4601							
DIR OF PARKS & RECREATION	3103							
DIR OF PUBLIC INFO AND EVENTS	2103							
DIR OF PUBLIC WORKS	4801							
DIR OF PUBLIC TRANSPORTATION	7100							
FIRE CHIEF	4701							
POLICE CHIEF	4702							
ASSISTANT CITY ATTORNEY	3001	114	\$32.77	\$41.78	\$50.79	\$68,161.60	\$86,902.40	\$105,643.20
ASST. MUNICIPAL COURT JUDGE F/T	4456							
ASST. PUBLIC WORKS DIRECTOR	2904							
ENGINEERING SERVICES MANAGER	3101							
ASST CITY ENGINEER-CIVIL	2801	113	\$29.53	\$37.65	\$45.77	\$61,422.40	\$78,312.00	\$95,201.60
ASST CITY ENGINEER-ENV	2401							
ASST CITY ENGINEER-TRAFFIC	2901							
ASST CITY ENGINEER-WASTEWATER	2803							
BUILDING CODES ADMINISTRATOR	2704							
COMMUNITY DEV. & RELTNS. ADMIN.	2703							
COMPTROLLER	3401							
DEPUTY DIR OF PARKS & REC	1628							
ECONOMIC DEVELOPMENT MGR	4503							
INFORMATION TECHNOLOGY MGR	1421							
INTERGOVERNMENTAL MANAGER	5007							
PLANNING & DEVELOPMENT MGR.	2101							
ZOO ADMINISTRATOR	2902							
ASST BLDG CODES ADMINISTRATOR	1919	112	\$26.84	\$34.22	\$41.60	\$55,827.20	\$71,177.60	\$86,528.00
BUDGET ADMINISTRATOR	2613							
COMMUNICATIONS BUREAU ADMIN	1728							
FLEET & SAFETY SERVICES ADMIN.	2504							
GENERAL MGR OF PARKING SVCS	2905							
MANAGER OF TRANSIT OPERATIONS	7139							
HEALTH CLINIC ADMINISTRATOR	1900							
PERMITTING MANAGER	2102							
PURCHASING ADMINISTRATOR	1024							
REVENUE ADMINISTRATOR	1410							
RISK MANAGER	1235							
SOLID WASTE ADMINISTRATOR	2702							
ZOO DEP ADMIN FOR ANIMAL HEALTH	1619							

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CAPITAL PROJECTS MANAGER	5006	111	\$24.63	\$31.40	\$38.18	\$51,230.40	\$65,312.00	\$79,414.40
CLERK OF OPERATIONS	1135							
CONSTRUCTION & INSPECTION MGR	2909							
EVENT OPERATIONS MANAGER	1427							
GIS ADMINISTRATOR	2606							
MANAGER OF TRANSIT ADMINISTRATION	7110							
NETWORK/SECURITY ADMINISTRATOR	1432							
PARKS & REC BUSINESS ADMIN	1627							
RECREATION OPERATIONS ADMIN	1626							
SERVER ADMINISTRATOR	1425							
SR CIVIL ENGINEER	1727							
TECHNICAL SERVICES MANAGER	1434							
ZONING ADMINISTRATOR	2104							
ZOO BUSINESS ADMINISTRATOR	417							
ASST. PARKS AND GROUNDS ADMIN.	1617	110	\$22.60	\$28.81	\$35.03	\$47,008.00	\$59,924.80	\$72,862.40
BUDGET ANALYST/AUDITOR	1407							
BUILDING MAINTENANCE SUPT	2505							
CITY CLERK	1520							
CLERK OF FINANCE	1134							
COMMUNICATIONS MANAGER	1234							
COMMUNITY DEV. PROJECT MGR	2301							
COMPENSATION MANAGER	1804							
DOWNTOWN MANAGER	2108							
EEO/EMPLOYMENT ADMINISTRATOR	1603							
GIS ANALYST III	2307							
GREENWAYS & SUSTAINABILITY MGR	1239							
SALES & MARKETING MANAGER	1433							
SPECIAL EVENTS MANAGER	1415							
SR LANDSCAPE ARCHITECT	4391							
SUPT OF STORM WATER	2003							
SUPERINTENDENT OF STREETS	2002							
URBAN DESIGNER	5307							
WEB MANAGER	1417							
CIVIL ENGINEER	1914	109	\$20.91	\$26.66	\$32.41	\$43,492.80	\$55,452.80	\$67,412.80
COMMUNITY PLANNER	1609							
DEVELOPMENT PLANNER	1515							
ECONOMIC DEVELOPMENT ANALYST	2109							
ECONOMIC DEVELOPMENT REP.	2111							
GENERAL CURATOR	1204							
GIS ANALYST II	2306							
LEGAL OFFICE ADMINISTRATOR	1327							
PUBLIC GARDEN MANAGER	1212							
REGISTERED NURSE II	1899							
TRAFFIC OPERATIONS ENGINEER	2304							
VIDEO MANAGER	1918							
BENEFITS ANALYST	2204	108	\$19.55	\$24.92	\$30.30	\$40,664.00	\$51,833.60	\$63,024.00
COMMUNITY PROGRAMS MGR	1612							
RECREATION PROGRAM MGR	1625							
BUSINESS LICENSE AUDITOR	1408	107	\$18.45	\$23.52	\$28.60	\$38,376.00	\$48,921.60	\$59,488.00
GIS ANALYST I	2305							
GRANTS COORDINATOR	1313							
GRAPHICS MANAGER	1414							

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NEIGHBORHOOD PLANNER	1710							
PARKING ADMINISTRATION SUPV	1238							
PARKING CALL CTR & EVENTS MGR	2203							
PAYROLL ACCOUNTANT	1411							
SR ACCOUNTANT	1806							
MARKETING & PROGRAM SPECIALIST	2708	<b>106</b>	\$17.56	\$22.39	\$27.22	\$36,524.80	\$46,571.20	\$56,617.60
SALES & MARKETING COORD	1428							
SPECIAL EVENTS COORDINATOR	1430							
UTILITY PROGRAM MARKETING COORD	2707							
VOLUNTEER SERVICES COORD	1429							
EXEC. ASST. TO THE MAYOR	1503	<b>105</b>	\$16.89	\$21.53	\$26.18	\$35,131.20	\$44,782.40	\$54,454.40
EXEC. ASST. TO CITY MANAGER	1502							
RESERVED	TBD	<b>104</b>	\$16.24	\$20.71	\$25.17	\$33,779.20	\$43,076.80	\$52,353.60
LIVABILITY EDUCATOR	4453	<b>103</b>	\$15.62	\$19.91	\$24.21	\$32,489.60	\$41,412.80	\$50,356.80
RECYCLING COORDINATOR	4384							

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**SYSTEM B - NON EXEMPT**

			Hourly			Annual		
Job Title	Job #	Grade	Min	Midpoint	Max	Min	Mid	Max
RESERVED	TBD	215	\$22.54	\$28.18	\$33.81	\$46,883.20	\$58,614.40	\$70,324.80
ASST COMM BUREAU ADMIN	1729	214	\$20.67	\$25.84	\$31.01	\$42,993.60	\$53,747.20	\$64,500.80
ASST MGR OF TRANSIT OPERATIONS	7108							
CITY SURVEYOR	1514							
GARAGE SUPERINTENDENT	1909							
SUPERINTENDENT OF GROUNDS	1211							
SUPERINTENDENT OF TREES	1210							
TRAFFIC CONTROL SUPERVISOR	1917							
BUSINESS LICENSE FIELD SUPV	1324	213	\$18.97	\$23.71	\$28.46	\$39,457.60	\$49,316.80	\$59,196.80
CODE ENFORCEMENT SUPERVISOR	1510							
INSPECTOR III	1527							
PLANS EXAMINER	1902							
SAFETY TRAINING OFFICER-P/W	1524							
SR ENGINEERING TECH	1599							
ZOO EDUCATION CURATOR	409							
ASST. PUBLIC GARDEN MANAGER	1213	212	\$17.57	\$21.96	\$26.36	\$36,545.60	\$45,676.80	\$54,828.80
ATHLETIC PROGRAM COORDINATOR	318							
BUILDING MAINT. SUPERVISOR	1803							
COMMUNICATIONS SPECIALIST III	1323							
COMMUNITY CENTER SUPERVISOR	1016							
COMMUNITY SERVICE MANAGER	1242							
CONCRETE SUPERVISOR	1029							
ENGINEERING TECH II	1598							
INSPECTOR II	1526							
PARKING ENFORCEMENT SUPV	405							
PARKING MAINTENANCE SUPV	407							
PARKS MAINTENANCE SUPV	1240							
PARKS DISTRICT MANAGER	1241							
PAVEMENT SUPERVISOR	1031							
REPTILE CURATOR	1217							
REVENUE COORDINATOR	2112							
RIGHT OF WAY MANAGER	1243							
SHOP FOREMAN	1517							
SHOP SUPERINTENDENT	1518							
SOLID WASTE SUPERVISOR	1033							
SR. SIGNAL SYSTEM TECH	1711							
STORMWATER SUPERVISOR	1032							
STREETS CLEANING SUPV	1030							

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SUPPLY SERVICES MANAGER	1319							
SUPPORT CENTER TECH	1435							
WW ASSESSMENT SUPV	1028							
WW INSPECTION & REHAB SUPV	1027							
WW MAINTENANCE SUPV	1026							
WW REPAIR SUPV	1025							
CODE ENFORCEMENT OFFICER	1509	211	\$16.26	\$20.33	\$23.39	\$33,820.80	\$42,286.40	\$48,651.20
CONSTRUCTION COORDINATOR	910							
COURT SERVICES COORDINATOR	1133							
ENGINEERING TECHNICIAN I	1597							
INSPECTOR I	1525							
MECHANIC III	9904							
MINISTERIAL RECORDER	1611							
PARALEGAL	1203							
SECONDARY CONSULTING VET	414							
SR. SIGN SUPPLY/TRAF CONT TECH	1404							
SR. TRAFFIC CONTROL TECH.	1312							
TEACHER AFTER-SCHOOL COORD	9998							
BEAUTIFICATION SUPERVISOR	1034	210	\$15.21	\$19.01	\$22.82	\$31,636.80	\$39,540.80	\$47,465.60
BUILDING MAINT. TECHNICIAN	1301							
BUSINESS LICENSE OFFICER	1320							
BUYER	1302							
CC & B COORDINATOR	4452							
CEMETERY MAINTENANCE SUPV	1035							
COMMUNICATIONS SPECIALIST II	1321							
CRIME ANALYST	800							
CUSTOMER RELATIONS COORD	2910							
DEPUTY CITY CLERK	902							
ELEPHANT MANAGER	668							
FOUNTAIN TECHNICIAN	1244							
GIS TECHNICIAN	1403							
HR GENERALIST	803							
LEGAL ASSISTANT	1201							
MECHANIC II	9903							
OFFICE MANAGER	2906							
OPERATIONS COORDINATOR	1629							
PUBLIC GARDEN SUPERVISOR	1036							
REGISTERED NURSE I	1898							
SR. PARKING FACILITIES SPECIALIST	306							
SR TREE SERVICE TECH	740							
TRAFFIC CONTROL TECHNICIAN	1216							
TRANSIT SHIFT SUPERVISOR	7133							
VET TECH	415							
VICTIM WITNESS ADVOCATE	704							
ZONING COORDINATOR	1521							
ZOO EDUCATION INSTRUCTOR	410							
ZOO MAINTENANCE SUPERVISOR	1037							
ZOO MEMBERSHIP & VOLUNTEER COORD	418							
ADMINISTRATIVE ASSISTANT III	1102	209	\$14.21	\$17.76	\$21.32	\$29,556.80	\$36,940.80	\$44,345.60
ASST. COMMUNITY CENTER SUPV	5666							
CS COORDINATOR - G'VILLE CARES	6111							
INFORMATION SPECIALIST-GTA	7124							

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INVESTIGATIVE SERVICES SPEC.	801							
PARTS SUPERVISOR	808							
PROPERTY & COMPLIANCE MGR	1325							
REVENUE SPECIALIST	2113							
SR ACCOUNTING TECHNICIAN	1108							
TEACHER-REC. PROGRAM	9999							
TRAINING & CERTIFICATION COORD	1041							
UTILITIES AND SERVICES INSPECTOR	1223							
UTILITY LOCATOR	1224							
VIDEO INSPECTOR II	1228							
ADMINISTRATIVE ASSISTANT II	1101	208	\$13.40	\$16.75	\$20.10	\$27,872.00	\$34,840.00	\$41,808.00
ALARM COORDINATOR	1042							
ASPHALT PAVEMENT TECH II	730							
ATHLETIC PROGRAM LEADER	317							
CLAM OPERATOR	811							
COMMUNICATIONS SPECIALIST I	1001							
COURT SERVICES ASSOCIATE	1131							
HUMAN RESOURCES ASSISTANT	802							
MECHANIC I	9902							
PARKING MAINTENANCE TECH	1309							
PLANNING & GRANTS ASSISTANT	7136							
RECORDS MANAGEMENT COORD	1419							
SMALL ENGINE MECHANIC	807							
STORMWATER TECH II	731							
STREETS CLEANING TECH II	733							
STREETS CONCRETE TECH II	732							
TRACTOR TRAILER OPERATOR	714							
VIDEO INSPECTOR I	1227							
WASTEWATER TECH II	734							
WW COMBINATION TRUCK OPER	735							
ZOOKEEPER	713							
ZOO MAINTENANCE TECHNICIAN	416							
ZOO PUBLIC SERVICES COORD	1620							
ACCOUNTING TECHNICIAN	1020	207	\$12.64	\$15.80	\$18.96	\$26,291.20	\$32,864.00	\$39,436.80
ACCOUNTING TECHNICIAN P-P/T	709							
AUTOMATED LEAF VACUUM OPER	914							
COMM SPECIALIST IN TRAINING	999							
CS REP. - G'VILLE CARES	403							
CS REP-PUBLIC WORKS (PT)	6114							
PARKS & REC MAINT TECH II	736							
PERMIT & LICENSE TECHNICIAN	4380							
PUBLIC GARDEN TECHNICIAN	1999							
REAR LOADER OPERATOR	712							
REVENUE TECHNICIAN	2114							
ROLL OFF OPERATOR	715							
TRACTOR OPERATOR	720							
TREE SERVICE TECH II	737							
ADMINISTRATIVE ASSISTANT I	1100	206	\$12.05	\$15.06	\$18.08	\$25,064.00	\$31,324.80	\$37,606.40
BUS OPERATOR-GTA	7122							
BUS OPERATOR-GTA (PT)	7102							
CRIME STOPPER SPECIALIST	4383							
D/R VAN OPERATOR-GTA	7129							

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PARKING FACILITIES SPECIALIST	310							
PARKING FACILITIES SPECIALIST PT	311							
PARKING MAINTENANCE SPECIALIST	1311							
RECREATION LEADER P-P/T	716							
TROLLEY OPERATOR P-P/T	7109							
VAN OPERATOR (PT)	7105							
ASPHALT PAVEMENT TECH I	721	<b>205</b>	\$11.46	\$14.33	\$17.19	\$23,836.80	\$29,806.40	\$35,755.20
FLATBED/CART DELIVERY OPER	514							
FLATBED/CART DEL OPER NON-CDL	516							
PARKING CONTROL SPECIALIST	404							
PARKING CONTROL SPECIALIST - PT	406							
PARTS TECHNICIAN	7135							
RECYCLING DRIVER	515							
STORMWATER TECH I	725							
STREETS CLEANING TECH I	724							
STREETS CONCRETE TECH I	722							
SUPPLY SERVICES ASSISTANT	1317							
WASTEWATER TECH I	723							
LEAD BUS SERVICER	7134	<b>204</b>	\$10.93	\$13.66	\$16.40	\$22,734.40	\$28,412.80	\$34,112.00
MAIL SERVICES CLERK	1420							
PARKS & REC MAINT TECH I	726							
SERVICE WRITER	702							
TREE SERVICE TECH I	727							
PARKING ATTENDANT - EVENTS	303	<b>203</b>	\$10.41	\$13.01	\$15.62	\$21,652.80	\$27,060.80	\$32,489.60
RECREATION LEADER (SUMMER)	717							
BUS SERVICER	7126	<b>202</b>	\$9.90	\$12.38	\$14.85	\$20,592.00	\$25,750.40	\$30,888.00
CUSTODIAN	201							
CUSTODIAN P-P/T	200							
SEMI-SKILLED LABORER	506							
SOLID WASTE COLLECTOR	305							
ZOO PUBLIC SERVICES ATTENDANT	1621							

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**SYSTEM F - FIRE DEPARTMENT SWORN**

			Hourly			Annual (if 40 hr week)		
Job Title	Job #	Grade	Min	Midpoint	Max	Min	Mid	Max
<b>EXEMPT</b>								
DEPUTY FIRE CHIEF	2614	F9	\$34.45	\$43.06	\$51.68	\$71,656.00	\$89,564.80	\$107,494.40
ASST FIRE CHIEF	2609	F8	\$30.76	\$38.45	\$46.14	\$63,980.80	\$79,976.00	\$95,971.20
FIRE MARSHAL	2610							
CHIEF OF TRAINING	1913	F7	\$27.46	\$34.33	\$41.19	\$57,116.80	\$71,406.40	\$85,675.20
FIRE BATTALION CHIEF	2611							
<b>NON-EXEMPT</b>								
CHIEF FIRE MECHANIC	2618	F6	\$22.56	\$28.20	\$33.84	\$46,924.80	\$58,656.00	\$70,387.20
DEPUTY FIRE MARSHALL	2619							
FIRE CAPTAIN	1905							
RESOURCE MANAGEMENT OFFICER	1903							
TRAINING INSTRUCTOR	1907							
FIRE INSPECTOR II	2616	F5	\$20.51	\$25.64	\$30.77	\$42,660.80	\$53,331.20	\$64,001.60
FIRE LIEUTENANT	1507							
ASST FIRE MECHANIC	2617	F4	\$18.65	\$23.31	\$27.98	\$38,792.00	\$48,484.80	\$58,198.40
FIRE INSPECTOR I	2615							
FIRE SPECIALIST	1215							
FIREFIGHTER III	1006	F3	\$16.95	\$21.19	\$25.43	\$35,256.00	\$44,075.20	\$52,894.40
FIREFIGHTER II	1005	F2	\$15.62	\$19.53	\$23.43	\$32,489.60	\$40,622.40	\$48,734.40
FIREFIGHTER I	1003	F1	\$14.40	\$18.00	\$21.60	\$29,952.00	\$37,440.00	\$44,928.00



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**SYSTEM P - POLICE DEPARTMENT SWORN**

			Hourly			Annual (43 hrs/week for Rec-Sgt--40 hrs/week for all others)		
Job Title	Job #	Grade	Min	Midpoint	Max	Min	Mid	Max
<b>EXEMPT</b>								
POLICE MAJOR	3104	P8	\$34.40	\$43.00	\$51.60	\$68,411.20	\$85,508.80	\$102,627.20
POLICE CAPTAIN	2607	P7	\$29.91	\$37.39	\$44.87	\$58,094.40	\$72,904.00	\$87,734.40
POLICE LIEUTENANT	1908	P6	\$26.01	\$32.51	\$39.02	\$50,502.40	\$63,627.20	\$76,772.80

**NON-EXEMPT**

POLICE SERGEANT	1511	P5	\$21.04	\$26.30	\$31.56	\$47,045.44	\$54,670.20	\$65,604.24
MASTER PATROLMAN	TBD	4.1	\$19.13	\$23.91	\$28.70	\$40,561.04	\$49,996.96	\$59,432.88
POLICE CORPORAL	1205	P4	\$18.18	\$23.06	\$27.93	\$40,650.48	\$51,562.16	\$62,451.48
POLICE OFFICER III	1040	P3.3	\$17.39	\$21.74	\$26.09	\$36,871.64	\$45,457.88	\$54,021.76
POLICE OFFICER II	1039	P3.2	\$16.03	\$20.04	\$24.05	\$34,300.24	\$42,282.76	\$50,242.92
POLICE OFFICER I	1038	P3.1	\$14.78	\$18.47	\$22.17	\$33,048.08	\$39,331.24	\$46,732.40
OFFICER IN TRAINING	1022	P2	\$14.27	\$15.34	\$16.41	\$31,907.72	\$34,300.24	\$36,692.76
ANIMAL CONTROL OFFICER	1009	P1	\$13.40	\$16.75	\$20.10	\$27,872.00	\$34,840.00	\$41,808.00

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<b>UNCLASSIFIED POSITIONS</b>								
CITY ATTORNEY	5004							
CITY MANAGER	5002							
COUNCIL MEMBERS P-P/T	5003							
MAYOR P-P/T	5001							
MUNICIPAL COURT JUDGE	5005							

<b>UNGRADED POSITIONS</b>								
ASST. MUN. COURT JDG. P-P/T	4455							
INTERN (TEMPORARY P/T)	4450							
JUNIOR LEADER	4541							